

**PRESS RELEASE**

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**U.S. COMMISSION ON CIVIL RIGHTS ANNOUNCES BRIEFING ON  
THE IMPACT OF CRIMINAL BACKGROUND CHECKS AND THE  
EEOC'S CONVICTION RECORDS POLICY ON THE EMPLOYMENT OF  
BLACK AND HISPANIC WORKERS**

**WASHINGTON, DC** - The United States Commission on Civil Rights announces that it will hold a briefing on the impact of criminal background checks and the EEOC's conviction records policy on employment of black and Hispanic workers. The briefing will take place at the new headquarters offices of the Commission on Friday, December 7, 2012 at 9:00 AM ET, 1331 Pennsylvania Ave. NW, Suite 1150, Washington, DC 20425. The offices are accessed using the F Street NW entrance. Interested members of the public are invited to attend.

The Commission has initiated this investigation to determine whether the new EEOC Guidance policy or other prohibitions or limitations on the use of criminal background checks results in lower job opportunities and reduced employment overall among minorities, including non-offenders. Employers use criminal history checks to help ensure a safe environment for customers and employees, reduce legal liability for negligent hiring, reduce or prevent theft, embezzlement or other criminal activity, comply with state laws requiring background checks, and assess overall applicant trustworthiness. From the EEOC's point of view, the increased use of criminal background checks may indicate possible disparate impact discrimination under Title VII of the Civil Rights Act.

Experts scheduled to appear before the Commission include Carol Miaskoff, Act.Assoc.LC, EEOC OLC; Don Livingston, Akin Gump LLP and former EEOC GC; Harry Holzer, Georgetown Univ. and former Chief Economist, Dept. of Labor; Alfred Blumstein, Carnegie Mellon Univ.; Jeffrey Sedgwick, Keswick Advisors and former Dir., Bureau of Justice Statistics; Roberta Meyers, Dir., Nat'l HIRE Network; Glenn E. Martin, VP, Fortune Society; Lucia Bone, Founder, Sue Weaver CAUSE; Julie Payne, GC, G4S Secure Solutions (USA) Inc.; Richard Larson, WinningWorkTeams and former VP, HR, Universal Studios Resort; Garen Dodge, Jackson Lewis LLP and Council for Employment Law Equity; Nick Fishman, Co-founder, EmployeeScreenIQ; Montserrat Miller, Arnall Golden Gregory LLP and Counsel, Nat'l Ass'n of Prof. Background Screeners; William Dombi, VP, Nat'l Assn. for Home Care and Hospice; Todd McCracken, Pres., Nat'l Small Business Ass'n; Jonathan Segal, Duane Morris LLP and Soc. for Human Resource Management; and Rich Mellor, VP, Nat'l Retail Federation.

Deaf or hearing-impaired persons who will attend the meeting and require the services of a sign language interpreter should contact Pam Dunston at (202) 376-8105 at least seven business days prior to the briefing.

The U.S. Commission on Civil Rights is an independent, bipartisan agency charged with monitoring federal civil rights enforcement. Members include Chairman Martin R. Castro and Commissioners Roberta Achtenberg, Todd Gaziano, Gail Heriot, Peter Kirsanow, David Kladney, Abigail Thernstrom, and Michael Yaki. Commission meetings and briefings are open to the general public. The Commission's website is <http://www.usccr.gov>.